



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO
1730
Ser N097/01197
3 Aug 01

Dear Colleagues:

I pray this letter finds you in good health and enjoying ministry. The Chief of Naval Personnel, VADM Norbert Ryan, recently stated, "Leadership at every level must be more involved in the mentoring process. Sailors may initially join the Navy for a technical skill, but it is the intrinsic values – leadership, camaraderie, self-discipline, work ethic, etc., that they get through mentoring that makes us the finest Navy in the world." (NAVADMIN 188/01)

Similarly, the Commander-in-Chief of the Atlantic Fleet, Admiral Robert Natter, in his 20 July message entitled, "Leadership and Sailor Behavior and Conduct," said, "Each of you was placed in a leadership position because you earned it...I will, however, tell you some things I expect our leaders to do: *Know your people*: Make time every day to talk with your Sailors...*Be a mentor*: Take that struggling Sailor under your wing and help him or her get moving down the road to success...*Set the example*: You influence more people by the example you set than by all the words you ever say. Think about your actions and the message you are sending through them. *Be involved*: This is effective, caring leadership...We ask a lot of you as leaders, but taking care of your people needs to be at the very top of your priority list." (CINCLANTFLT MSG 201512 Jul 01)

I quoted VADM Ryan and ADM Natter because they challenge us to be involved in the lives of those we lead. Mentoring chaplains, RPs, and CAs in our care, is critical to their well-being and the success of our ministry to Sea Services personnel and their family members. Senior leaders, both officer and enlisted, are duty-bound to ensure that juniors are supported, encouraged and affirmed as valued teammates. We do this by creating positive working environments, encouraging subordinates to enroll in education programs, giving them time during the workday to study for rating exams, and treating them with respect. Good leadership contributes to the life-transforming impact of command religious programs throughout and beyond the Sea Services.

Thanks for taking care of those you lead and ensuring that ministry in the Sea Services is positively impacting those in uniform and their families. God bless you.

Sincerely,

A handwritten signature in cursive script that reads "Barry C. Black".

BARRY C. BLACK
Rear Admiral, CHC, US Navy
Chief of Navy Chaplains